

QUICK REFERENCE: Critical Infrastructure Employees with Exposure to COVID-19 Administrative Order 20-7v10

Order Effective Date: February 1, 2022



What to Do for Critical Infrastructure Employees with Exposure to COVID-19

In general, when Critical Infrastructure employees are Exposed to COVID-19, they should follow the procedures outlined in Administrative Order (AO) 20-7, Section IV. In some cases, however, critical staff shortages may mean that a department needs to follow adapted procedures for Exposed employees who are Not Up to Date with Vaccinations or who are Unvaccinated, summarized here, to ensure adequate staffing.

Note: if Critical Infrastructure employees are Up to Date with vaccinations, that is, they have received boosters, they DO NOT need to quarantine after Exposure and may continue to report for in-person work, so long as they have a PCR test for COVID-19 on day six following exposure, where day of exposure is day zero. Similarly, Critical infrastructure employees who have recovered from a Confirmed Case of COVID-19 in the last 90 days DO NOT need to Quarantine after Exposure and may continue to report for in-person work so long as they have a PCR test for COVID-19 on day six following exposure, where day of exposure is day zero. See the Quick Reference Guide for Employees with Exposure to COVID-19.

When Adapted Procedures May be Implemented

When staffing shortages threaten the delivery of Critical Infrastructure services, the Department Head may reduce the Quarantine requirements for an employee who is Not Up to Date with Vaccinations or who is Unvaccinated when:

- The employee has had **Exposure** to an individual with a Confirmed Case of COVID-19, **AND**
- The employee has **no Symptoms** of COVID-19.

Adapted Quarantine Procedures

- i. If staffing levels allow, the Quarantine period should be reduced, rather than eliminated, for the exposed employee who is Not Up to Date with Vaccination or who is Unvaccinated.
- ii. Any Critical Infrastructure Worker who is Not Up to Date with Vaccination or who is Unvaccinated AND who is undergoing an adapted Quarantine is **required to get a PCR test 6 days after their Exposure**, where Day 0 is the day of Exposure.¹ Supervisors may ask for confirmation that the employee has scheduled or registered for PCR testing in the Day 6 window. A test prior to Day 5 **does not** meet the requirements of this order; a test after Day 7 **does** meet the requirements of this order.
- iii. If staffing levels allow, the asymptomatic employee undergoing an adapted Quarantine should Quarantine until they receive their test results. Employee must report their test results to their supervisor as soon as possible. If positive, follow AO 20-7 Section II. If negative, person may continue to report to work following Modified Work Standards (below).
- iv. If staffing levels do not allow for employees who are Not Up to Date with Vaccination or who are Unvaccinated with Exposure to Quarantine until test results are received, asymptomatic employees may continue working following Modified Work Standards (below.) Employees must report their test results to their supervisor as soon as possible. If positive, follow procedures in AO 20-7 Section II. Otherwise, continue following Modified Work Standards through day 10, where the day of Exposure is day zero.

¹ Community-based testing locations can be found here: <https://www.healthymke.com/testing>.

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Modified Work Standards

Whenever a Department Head or designee implements an adapted Quarantine, the department must institute additional risk mitigation measures for the Exposed employee who is Not Up to Date with Vaccination or who is Unvaccinated **AND** for all members of the work unit:

- Strict enforcement of the completion of the Screening Questionnaire and Green Status certification prior to starting in-person work for the entire work unit (see Administrative Order 20-17: COVID-19 Health Screening Policies and Procedures).
- Mask requirements and physical distancing standards outlined in Administrative Order 20-14 and Administrative Order 20-4 must be rigorously enforced.
- If possible, employees in work unit should wear KN-95 masks or, if unavailable, disposable surgical masks.
- Operations and work environments should be further adapted to eliminate or minimize Close Contact between the individuals undergoing a shortened quarantine and their co-workers or members of the public. For example, someone may punch in for the Exposed employee at the beginning of the day, enabling the individual to go directly to their workstation.
- As possible, departments should assign Exposed employees to their own office or workspace, even if this means displacing other employees to mimic a Quarantine environment in the workplace.
- Limit the use of shared equipment and spaces.

Return to Work for Unvaccinated Individuals Exposed to COVID-19

- Exposed individuals who are not Up to Date with Vaccination, or who are unvaccinated, and who are observing a modified Quarantine, described above, should follow the modified Quarantine procedures for 10 days following the Exposure.

Important Definitions

- **Close Contact:**² A person with Close Contact is someone who:
 - i. Was within 6 feet of an infected person for a cumulative total of 15 minutes or more over a 24-hour period starting from 2 days before illness onset (or, for an asymptomatic infected person, 2 days prior to test specimen collection) until the time the infected person is isolated. This is the definition **regardless of whether face masks or personal protective equipment (PPE) were worn by any or all individuals**, and/or
 - ii. Provided care at home to an infected person; and/or
 - iii. Had direct physical contact with an infected person (touched, hugged, or kissed them); and/or
 - iv. Shared eating or drinking utensils with an infected person; and/or
 - v. Got respiratory droplets (for example, was sneezed or coughed on) on them from an infected person.
- **Confirmed Case of COVID-19:** A case of COVID-19 that has been confirmed through a positive test for COVID-19 OR has been confirmed by a medical professional as being a suspected case of COVID-19 based on symptoms.

² For employees at work in a healthcare or medical setting, Close Contact does not qualify if the CDC-recommended PPE was used when job duties were performed.

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- **Critical Infrastructure Worker:** The Centers for Disease Control (CDC) defines a Critical Infrastructure Worker as one needed to deliver critical services, including law enforcement, transportation, 911 call center, and others. See the [CDC guidelines](#) for a complete list
- **Exposure to COVID-19 (Exposure):** Any form of Close Contact with an individual with a Confirmed Case of COVID-19 during the last 14 days.
- **Green Status:** An individual who has no Symptoms and has had no Exposure, based on Screening Questionnaire.
- **Not Up to Date with Vaccinations:** Individuals who:
 - Have not received the second shot of a two-dose vaccine despite being eligible for a second shot (more than 3 weeks since initial Pfizer vaccination or more than 4 weeks since initial Moderna vaccination) OR
 - Have not received a booster shot despite being eligible for a booster (more than two months since single dose of Johnson & Johnson vaccination or more than five months since second dose of Pfizer or Moderna vaccination)
- **Quarantine:** Keeps **someone who might have been exposed** to the virus away from others. When you Quarantine, you should:
 - Stay home!
 - Watch for fever (100.4°F), cough, shortness of breath, or [other symptoms](#) of COVID-19
 - If possible, stay away from others, especially people who are at [higher risk](#) for getting very sick from COVID-19
- **Screening Questionnaire:** A survey designed to assess whether an individual has Symptoms or has had Exposure. The current version of the [Screening Questionnaire](#) is posted on the County's website.
- **Symptoms Compatible with COVID-19:** Please note that symptoms may appear from 2 to 14 days following Exposure. Also see the [CDC self-check tool](#) for identifying COVID-19 symptoms. The following symptoms may be symptoms of COVID-19 if they are new for you or if you do not commonly experience them:

○ Feverish or temperature of 100.4°F (38°C) or higher ³	○ New loss of taste or smell
○ Chills	○ New sore throat
○ Nausea or vomiting	○ New cough
○ Diarrhea	○ Headache that is new or different for you
○ New shortness of breath or difficulty breathing	○ Unexpected fatigue
○ New congestion or runny nose	○ Unexpected muscle or body aches
- **Unvaccinated:** Individuals who have not received any dose of COVID-19 vaccine. Note that individuals with approved exemptions are considered Unvaccinated for purposes of this order
- **Up to Date with Vaccinations:** Individuals who have either:
 - Had a booster shot (that is, a third shot for individuals initially vaccinated with Pfizer or Moderna or a second shot for those initially vaccinated with Johnson & Johnson), OR
 - Been fully vaccinated and are not yet eligible for boosters, that is:
 - Have received one dose of Johnson & Johnson vaccine within the past two months OR
 - Have received a second dose of the Pfizer or Moderna vaccine within the last five months

³ Note that the threshold for fever in healthcare workers is temperature of 100.00F.